



Gender Pay Gap Report

National Museums Scotland 2025

Published by 04 April 2025

GENDER PAY GAP INFORMATION 2025

1. Introduction

As part of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, organisations with over 250 employees must publicly report their gender pay gap. National Museums Scotland is a Non-Departmental Public Body and a registered charity and is registered at the Government Equalities Office under the private and voluntary sector and therefore must publish this data by the reporting deadline of 4 April 2025.

We are also required to report our gender pay gap information to the UK Government annually.

Our gender pay gap information has been reviewed and verified by our Director, Dr. Chris Breward, to ensure compliance with the necessary regulations.

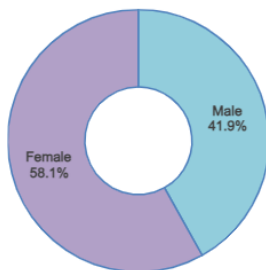
2. Gender Pay Gap at National Museums Scotland

For gender pay gap reporting we are asked to look at:

- The difference (as a percentage) between the average pay men and women receive (the 'mean gender pay gap')
- The difference (as a percentage) between the median pay men and women receive (the mid-point of the individual pay rates in the organisation – the 'median gender pay gap')
- The balance of men and women across our employees overall, and in four equal-sized groups when ranked by pay ('quartiles')

The gender pay gap shows the percentage difference between the average hourly rates of pay for men and women (excluding overtime) taken at the 'snapshot date', which in this instance is 5 April 2024. National Museums Scotland's current gender pay gap information is shown in Tables 1, 2 and 3 in **Annex 1**.

It should be noted that no bonuses are paid to any employees in National Museums Scotland and therefore there is no data on bonuses to be made available.



A total of 468 individuals are included in the gender pay calculations, of which **58.1%** (272 employees) were female and **41.9%** (196 employees) were males. There are approximately 16.2% more female employees than male employees in employment at National Museums Scotland. Employing more females than males has been the status in the organisation for several years, although it is noted that the percentage difference has increased by 1.6% since publishing our results in 2024.

According to the 2022 census in Scotland, the male and female population split is relatively balanced. Of the total population, around 48.5% of the population were male and 51.5% were female. This represents a slight increase in the female population proportion compared to previous years.

3. Key Findings at National Museums Scotland

The average (mean) hourly pay for female employees is £18.81 and for male employees is £18.28. At National Museums Scotland, the **mean gender pay gap is £0.53 or 2.9% in favour of female employees**. This is a 1.3% decrease from our last reporting period.

The **median gender pay gap is 8.5% in favour of female employees**, with a difference of £1.39. showing a decrease of 6.1% from our last reporting period.

The composition of the workforce has changed slightly and there are slightly more men in higher grade roles compared to last year. In addition, there are more women in lower grades compared to last year. Since our last reporting period, we have seen an 3.8% increase in the number of women employed in the Lower Quartile, bringing the distribution to 50.4% female and 49.6% male. The Lower Quartile typically includes roles in Cleaning, Security, Support Services within Facilities Management departments, and "front of house" Visitor Experience positions. Notably, the largest groups of employees are in our Visitor Experience and Facilities Management departments.

We consider that our overall gender pay gap might still be considered atypical. However, this should be considered alongside the fact that, like many other large museums, National Museums Scotland encompasses a wide range of specialisms. This often results in gender clustering within specific work groups, which in turn impacts the patterns seen in our gender pay analysis.

We have also reviewed gender pay gap information in the context of occupational segregation which we understand as the concentration of men and women:

- in different kinds of jobs (**horizontal** segregation)
- in different pay grades (**vertical** segregation).

Since no employees receive bonuses, neither the mean nor median figures are affected by such factors. The higher median gender pay gap favouring female employees is because women outnumber men in each of the quartiles. Roles in the Upper and Upper Middle quartiles typically include curatorial, professional, middle, and senior management positions. Notably, women also hold more senior management roles than men within the organisation, which sets it apart from many similar institutions.

Since our last reporting period, we have seen an 3.8% increase in the number of women employed in the Lower Quartile, bringing the distribution to 50.4% female and 49.6% male.

The Lower Quartile typically includes roles in Cleaning, Security, Support Services within Facilities Management departments, and "front of house" Visitor Experience positions. Notably, the largest groups of employees are in our Visitor Experience and Facilities Management departments.

We remain proactive in ensuring our recruitment and selection practices are free from bias. As part of our continuous improvement efforts, we align our processes with best practice principles.

In keeping with National Museums Scotland's commitment to equal opportunities for all employees, we uphold the principle that everyone should receive equal pay for the same or equivalent work. Our pay system is transparent and fair, based on the Hays job evaluation system, which is applied consistently across all posts. Our job evaluation panel, consisting of

trained Hays evaluators and trade union representatives, ensures equitable pay and progression for both female and male employees. Typically, new hires, regardless of gender, are placed in the lower 25% of the pay bandings.

Our pay structure ranges from grades A to 8, with established progression steps within grades 6 to A. Employees can receive progression payments if they are not at the top of their pay scale. Recognising that men often experience fewer career interruptions than women, we ensure that progression is not affected by maternity leave, caregiving responsibilities, or similar factors. As a result, women's advancement through the pay scales is consistent with that of men.

We provide a comprehensive programme of leadership and management training for employees at all levels in the organisation regardless of sex.

Overall, our mean pay gap between male and female employees is modest, at 2.9% in favour of female employees. We remain committed to regularly monitoring and analysing this data to address any emerging issues. All equality related information is published on our website in compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.



Dr Chris Breward
Director
National Museums Scotland
March 2025

Table 1

	Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	
Males	£18.28	£16.33	Min £12.67	£14.36	£17.13	£20.58	
Females	£18.81	£17.72	Max £14.29	£17.13	£20.58	£49.86	
Pay Gap	-£0.53	-£1.39	% Males	49.6	46.2	36.8	35
% Pay Gap	-2.9	-8.5	% Females	50.4	53.8	63.2	65

Table 2

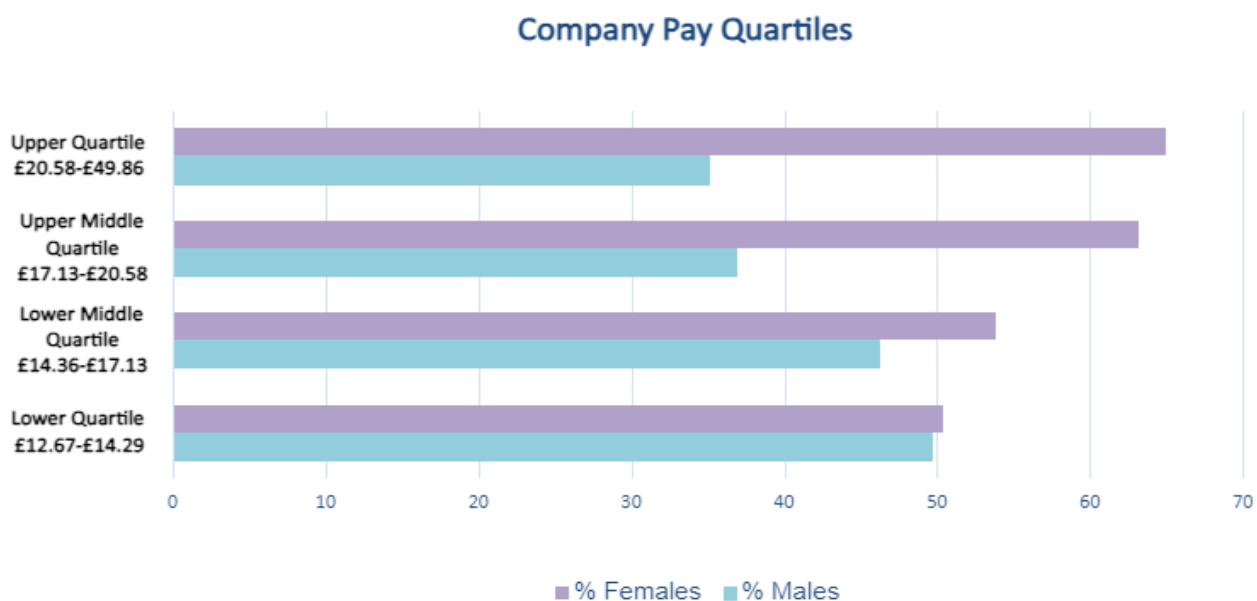


Table 3

Percentage of male and female employees in each salary quartile band		
	2024 Snapshot	2023 Snapshot
<p>Lower Quartile The proportion of male employees in this quartile has decreased by 3.8%, resulting in a more balanced distribution. However, the split now slightly weighted towards female employees.</p>	<p>Females 50.4% Males 49.6%</p>	<p>Female 46.6% Male 53.4%</p>
<p>Lower Middle Quartile This quartile sees an 3.1% decrease in the proportion of female employees, resulting in a more balanced distribution though remains weighted towards female employees.</p>	<p>Females 53.8% Males 46.2%</p>	<p>Female 56.9% Male 43.1%</p>
<p>Upper Middle Quartile The gender balance of this quartile shows a 0.6% increase in the proportion of male employees, remaining weighted towards female employees.</p>	<p>Females 63.2% Males 36.8%</p>	<p>Female 63.8% Male 36.2%</p>
<p>Upper Quartile There has been a 2.9% increase in the proportion of female employees in this quartile. The balance remains weighted towards female employees.</p>	<p>Females 65% Males 35%</p>	<p>Female 62.1% Male 37.9%</p>